

## **Minutes of the Personnel Committee**

**Tuesday, June 17, 2003**

Chair Paulson called the meeting to order at 1:00 p.m.

**Present:** Supervisors Duane Paulson (Chair), Bob Thelen, Carl Seitz, Pete Gundrum, Matt Thomas, and Jeff Morris. **Absent:** Don Broesch.

**Also Present:** Chief of Staff Lee Esler, Legislative Policy Advisor Dave Krahn, Legislative Policy Advisor Mark Mader, Labor Relations Manager Jim Richter, Principal Human Resources Analyst Terri Sgarlata, Senior Financial Analyst Mike Baniel, and Employment Services Manager Sue Zastrow.

### **Approve Minutes of June 3, 2003**

**MOTION:** Gundrum moved, second by Seitz to approve the minutes of June 3. Motion carried 6-0.

### **Schedule Next Meeting Dates**

July 15.

### **Executive Committee Report**

Paulson advised of the following issues discussed at the last Executive Committee meeting. Copies of the committee's most recent correspondence list are available in the County Board Office.

- Recommended approval of two candidates to fill the vacant supervisory district seats.
- Approved the appointments that were included in the last yellow packet.
- Approved two ordinances to accept funding to enhance services for the Federated Library System.
- The Printing Industry of America is considering a few locations nationwide to set up a printing operation, one being WCTC in Pewaukee. It will employ about 150 people and it will draw over 100 trainees per week. WCTC is spending \$77,000 of in-kind effort, the County Executive is using \$6,250 from his budget and \$6,250 will be used from the County Board's budget to make a presentation with the hopes of getting the Printing Industry of America here.
- The justice addition capital project bids will be opened on June 26 and approved at the July 10 Public Works Committee meeting.

### **Ordinance 158-O-029: Ratification of 2002-2003-2004 Social Worker Collective Bargaining Agreement**

Richter said this ordinance ratifies the labor agreement between the County and AFSCME Local 902 social workers union and it affects 95 employees. This is similar to the agreements with other bargaining units recently ratified. In particular, it mirrors the same changes to the CompCare HMO and the Point of Service health insurance plans. Richter said the health insurance changes will take effect in January, 2004. Also starting next year, employees will be able to participate in the Medical Reimbursement Plan. Richter discussed salary increases which include 3% for 2002, 2003, and 2004 and also mirrors previous agreements with other unions. An additional salary step was agreed upon in exchange for the health insurance changes and this will take effect in April, 2004. However, not all social workers will be eligible for the additional salary step increase. Richter noted that this component will result in long-term savings for the County.

**MOTION:** Thomas moved, second by Morris to approve ordinance 158-O-029. Motion carried 6-0.

### **Overview of Compensation System for Non-Represented Employees**

Zastrow gave a brief overview of this issue. There are three different salary structures. The first one is the step system and it includes 9 steps and each are one year apart. (Pay raises for all salary structures are approved by the County Board). The step system is part automatic and part performance-based. Once the

County Board decides what the across-the-board raise will be for the year, they are applied to every step in the system. At that time, the employees in this pay plan automatically get that pay raise. On the anniversary date of when they were hired, as they're moving through the range, they're eligible to receive one step and this is based on performance. If their performance is ineffective or less, they stay where they are. Once they hit the maximum of that range, they aren't eligible for any more steps although they can receive a performance award once per year. This isn't added to the base and it can range from 0-3%.

For the open system, all pay is based on performance. An employee will receive the across-the-board increase if their performance review is rated effective. If not, they do not receive the increase. If they receive a greater than effective performance review, they can receive a base award and/or a non-base award. If they are below the prevailing rate, which is the market rate, they can get up to 2% to their base and up to 1% non-base. Once they get beyond this point, it's up to 1% on their base and up to 3% non-base. Zastrow pointed out that non-base goes away every year and it's only the base number that stays with them. Once they reach the maximum, employees can get up to 3% non-base and nothing more to the base. It's just the across-the-board increase at this point.

The third system is for Information Systems employees. Because Human Resources staff went through difficult times recruiting these employees a few years ago, this system was set up and it operates like the open system. Employees must have an effective performance to get the range shifts and across-the-board increases. They can get up to 2% base and 2% non-base no matter where they are in the range. Zastrow said staff survey these jobs every year because of a changing market. The across-the-board and how they adjust these ranges depends on the market. Once employees reach the maximum, they get the across-the-board increase and they can receive up to 3% as a non-base, one-time award, once per year. Zastrow noted that very few employees each year get the maximum 3%. Some supervisors commented that recruitment for these jobs is not what it was a few years ago and Zastrow agreed.

#### **Ordinance 1580- 022: Establish Salaries for Elected Officials**

Esler referred to his handouts on county board salaries for 1999 and as of April, 2003 which he reviewed as outlined as requested by some committee members, for comparison purposes, at the last meeting. Those counties that pay for health insurance for county board supervisors are Adams, Grant, Kenosha, Lafayette, Milwaukee, and Racine. Brown pays 75% and La Crosse pays 60% of the premiums. Esler noted that the only full-time county board is in Milwaukee, the largest county, and their supervisors are paid \$55,000 plus they receive fully paid health insurance benefits. Dane County, the second largest county, pays their supervisors \$7,000 plus per diems (\$1,500 maximum), and they do not pay for health insurance. Waukesha County, the third largest county, pays \$9,121 with no paid health insurance. The next largest county is Brown and they pay their supervisors \$7,500 plus 75% of their health insurance premiums. Kenosha County supervisors receive \$6,000 plus per diems, and they receive fully paid health insurance. Racine County Board Supervisors receive \$4,800 and they pay 10% toward health insurance premiums. Outagamie County Board Supervisors receive \$4,843 plus per diems and they pay 100% of health insurance premiums.

Esler said Supervisor Singert, who couldn't be here today, asked him to inform the committee that he will move on the county board floor to delete the salary increases for the county board chair and supervisors. If this amendment does not succeed, he will urge the board to defeat the entire ordinance. Singert will also propose an amendment regarding benefits for supervisors as part-time employees. Esler said this is basically impossible from all existing precedents, and special legislation would be needed. It's unlikely this would receive the amount of votes needed for approval.

**MOTION:** Seitz moved, second by Thelen to amend the ordinance and add a \$25 increase in each pay period for County Board Supervisors, excluding the County Board Chair, effective at the start of the next election.

Thomas was opposed to an increase and instead supported a decrease. Seitz spoke in favor of a salary increase to help pay for his health insurance premiums. He said he pays \$3,000, in addition to his County Board Supervisor salary, to pay for his health insurance premiums. Gundrum agreed with Thomas and, referring to Seitz's comments, he said essentially, this takes from the taxpayer's pockets and lines his own. Seitz said this is for the next election and therefore, the increase may not affect him. Thelen said he supported Seitz's motion due to the total compensation package including benefits that are given to the County's full-time employees. This issue was discussed and debated further.

Motion defeated 2-4. Morris, Gundrum, Thomas, and Paulson voted no.

**MOTION:** Thomas moved, second by Gundrum to amend the ordinance and remove the last five words of line 10, and fully remove lines 11, 12, 18, and 19.

Thomas did not think the pay raises should be tied to what the represented and non-represented employees have received. He didn't think it was appropriate.

Motion defeated 3-3. Seitz, Thelen, and Paulson voted no.

**MOTION:** Morris moved, second by Thomas to amend the ordinance and freeze County Board Supervisor and County Board Chair salaries at 2003 levels.

Motion defeated 3-3. Seitz, Thelen, and Paulson voted no.

Thomas made a motion to remove lines 38 through 40 of the ordinance but it failed due to the lack of a second. He then made a motion to remove lines 28 and 29 and it also failed for the same reason.

**MOTION:** Seitz moved, second by Thelen to approve ordinance 158-O-022 (as presented with no amendments). Motion defeated 3-3. Morris, Gundrum, and Thomas voted no.

#### **Closed Session**

**MOTION:** Morris moved, second by Seitz to go into closed session at 2:45 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues associated with the 2002-2005 labor contracts, and to approve the closed session minutes of May 20, 2003. Motion carried 6-0

**MOTION:** Gundrum moved, second by Thomas to return to open session at 3:03 p.m. Motion carried 6-0.

**MOTION:** Seitz moved, second by Thelen to adjourn at 3:04 p.m. Motion carried 6-0.

Recorded by Mary Pedersen, Legislative Associate.

Respectfully submitted,

Peter Gundrum  
Secretary